GOVERNMENT OF INDIA
LABOUR
LOK SABHA

UNSTARRED QUESTION NO:1033
ANSWERED ON:22.07.2002
DISCRIMINATION IN WAGES
GANTA SRINIVASA RAO

Will the Minister of LABOUR be pleased to state:

(a) whether the Government are aware that discrimination in wages on gender basis is rampant even in PSUs served by contract workers particularly where construction work is going on despite Equal Remuneration Act and other such legislations;

(b) if so, the details thereof;

(c) whether the Government have conducted any survey in this regard;

(d) if so, the findings thereof; and

(e) the steps taken by the Government to end discrimination against women workers in respect to wages and other amenities?

Answer

MINISTER OF STATE IN THE MINISTRY OF LABOUR (SHRI ASHOK PRADHAN)

(a) & (b): Women workers in construction projects come under the unorganized sector and their wages are paid as per provisions of the Minimum Wages Act, 1948. The Act does not make any distinction on the basis of sex.

The Equal Remuneration Act, 1976 which extends to the whole of India,provides for equal remuneration to men & women for the same work or work of a similar nature. There are no specific cases which have been brought to the notice of the Government regarding discrimination in wages on gender basis.

(c) & (d): Sample Surveys have been conducted in various industries including the Building and Construction Industry.Separate analysis of wages in Public Sector has not been done under any of the sample Surveys.However, the statistics collected under these Surveys do not reveal any case of violation of Equal Remuneration Act, 1976 in the sample units/establishments covered so far.

(e): The Equal Remuneration Act, 1976 which provides for equal remuneration without discrimination between men and women workers in respect of wages and other amenities is implemented by the State Governments. The Central Government monitors the action taken by the State Government in the implementation of the Equal Remuneration Act.